

### Job Description

<b>Job title</b>	Consultant Psychologist	<b>Job family</b>	Healthcare
<b>Reporting to</b>	Head of Psychology	<b>Job code</b>	
<b>Location</b>	Various	<b>Evaluation Date</b>	23/12/2022

#### Job Purpose

The Consultant Psychologist will work closely with the Head of Psychology in delivering the strategic direction of the service to the hospital director/director of services/medical director. The Consultant Psychologist will ensure both the professional psychological practice and quality of the psychology department, to ensure excellence in patient experience and outcomes.

You will contribute to the development of and audit of services at your site and more broadly when required and asked by your Head of Psychology.

To support the development and delivery of behavioral and other psychological interventions for patients and service users and provide appropriately developed psychologically informed guidance to reduce risks, aid recovery and independence. To provide consultation to the Head of Psychology and Senior Managers as required. To work within clinical and research governance initiatives.

#### Responsibilities

- You will contribute to the development of, and audit of services, at your site and more broadly when required and asked by your Head of Psychology.
- You will work with a dynamic multi-professional team leading development of individual formulations and psychological assessment. With the support of other members of the psychology team, you will support the development and delivery of behavioral and other psychological interventions for patients and service users and provide appropriately developed psychologically informed guidance to reduce risks, aid recovery and independence.
- You will provide support and guidance to other psychologists, assistants and trainee psychologists.
- You will be working with clients with complex needs that are relevant to the population in the service area.
- You will develop and deliver formulation led care and be competent in a range of therapeutic delivery.
- You will be responsible for the delivery of/oversight of supervision and running reflective practice groups and do so with an understanding of the model underpinning your service.
- You will have effective consultancy skills and able to manage clinical/organisational projects; and have competence in line management responsibilities and service-related standards including clinical governance.
- Provision of consultation for and supervision of other healthcare disciplines, with commissioners, providers and other agencies;
- To exercise responsibility for the systematic governance of psychological practice within the team, including good record keeping and outcomes monitoring.
- To be involved in recruitment, both in the short-listing process and as a member of interview panels for relevant management, Psychology and other multidisciplinary posts where needed.

- To assess the training and development needs of staff in the Psychology team and across the hospital (***make specific to the environment and population***) and recommend appropriate action.
- To establish systems for audit/review of services.
- To be familiar and compliant with the policies and procedures of the organisation and to ensure the same for Psychology Team members.

### Knowledge / Education / Skills

- A confident grasp of Cognitive Behavioural Therapy and at least two other therapeutic modalities at least one of which includes training in an intervention suitable for working with e.g. (*equivalent location specific disorders*).
- An understanding and application of therapy principles with a willingness to train in therapies if not already received.
- Experience of working in areas of Complex Clients and at a strategic level. Also in delivering highly specialist interventions for those complex service users.
- Training in Clinical Supervision
- Understanding, experience and training in assessment such as (***make specific to the environment and population***)
- Leadership and management experience.
- Skills and experience in service planning and development

### Professional Accountability

- To be responsible for ensuring own clinical supervision in accordance with the British Psychological Society's good practice guidelines, and to keep an up-to-date record of supervision received.
- To meet regularly with Head of Psychology to discuss service issues.
- To be responsible for ensuring own continuing professional development is kept up-to-date in line with recommendations from the Health Care Professions Council and the British Psychological Society and the policies of the Psychology department.
- To meet the requirement to complete an annual appraisal.
- To keep up-to-date with current developments in psychology practice, professional issues, service developments and developments in strategic thinking via own study and through attending short courses and lengthier training programmes as identified in the appraisal process.
- To disseminate knowledge acquired through study and attendance at courses to colleagues within the service.
- All staff are reminded of their duties and responsibilities as employees under the General Data Protection Regulations to ensure that personal data are not negligently nor unlawfully handled nor disclosed to unauthorised persons.
- Every two years you must be suitable to, and formally re-register as a practitioner psychologist with HCPC at the date set by HCPC.

### Communication

- Head of Psychology in your specific location
- Hospital/*location specific* Senior Management Team, as required (*or equivalent location specific*)
- Ward Managers (*or equivalent location specific*)
- Registered Practitioner Psychologists, Principal Psychologists, trainee and assistant psychologists
- Multidisciplinary ward staff including Psychiatry, Nursing, Occupational Therapy, Social Workers, Support staff
- Crisis and Community Mental Health team colleagues
- Service Users, Carers, Advocacy service
- You should attend strategic and service line meetings as specified by your Head of Psychology
- Be aware of and support the specific Priory Service Line related to your patient population and demographic.
- Meet with and communicate with Inspection Teams as required by your Head of Psychology and Hospital Director

### Responsibility

- You will be working with clients with complex needs that are relevant to the population in the service area.
- You will develop and deliver formulation led care and be competent in a range of therapeutic delivery.
- You will be responsible for the delivery of/oversight of supervision and running reflective practice groups and do so with an understanding of the model underpinning your service.
- You will have effective consultancy skills and able to manage clinical/organisational projects; and have competence in line management responsibilities and service-related standards including clinical governance.
- To ensure you are strategic in your role within the psychology team and beyond in leadership or more junior members of the psychology services and in relationships with senior managers and senior clinicians across your site.
- You will be expected to ensure excellence in patient experience and outcomes.
- You will be a confident leader who is keen to help develop others.
- You will understand the dynamics of working in both hospital and other healthcare environments and be able to help offer containment and support to those who need it within a culture of compassion.
- You will contribute to the development of psychological services.
- You will contribute to the management of the resources of the Psychology Team across xxxxxx and monitor the workload of and referrals to the Psychology Team.
- To support the Head of Psychology and local Senior Management Team in strategic planning of the Psychology provision within established resources.
- To receive regular clinical, professional and managerial supervision in line with good practice guidelines and engage in the appraisal Process with the Hospital Director (***make specific to the environment and population***). To monitor staff performance through use of the appraisal system.

- To exercise responsibility for the systematic governance of psychological practice within the team, including good record keeping and outcomes monitoring.
- To be involved in recruitment as requested, both in the short-listing process and as a member of interview panels for relevant Psychology posts where needed.
- To assess the training and development needs of staff in the Psychology team and across the hospital (***make specific to the environment and population***) and recommend appropriate action.
- To establish systems for audit/review of services.
- To be familiar and compliant with the policies and procedures of the organisation and to ensure the same for Psychology Team members.

### Safeguarding

All colleagues have a responsibility to protect and safeguard vulnerable individuals at risk (whether children or adults). Colleagues must be aware of local child and adult protection procedures and who to contact within the Local Authority Safeguarding team for further advice. All colleagues are required to attend safeguarding awareness training and to undertake additional training appropriate to their role.

### Working Environment

The problems faced by patients may present challenging situations, which may increase the physical, sensory and emotional demands of the role.

### Upholding the Company Behaviours

This provides some guidance on the types of conduct to support the Company Behaviours

Behaviour	Evidence
Putting People First	<ul style="list-style-type: none"> <li>• Strives to ensure every colleague is able to make a positive and lasting difference to Service Users and their families</li> <li>• Actively seeks to develop the potential of every service user and staff member</li> </ul>
Being Supportive	<ul style="list-style-type: none"> <li>• Celebrates success and supports colleagues through difficult times</li> <li>• Demonstrates loyalty to colleagues, manager and team</li> </ul>
Acting with Integrity	<ul style="list-style-type: none"> <li>• Is honest and respectful in all interactions with colleagues and customers</li> <li>• Demonstrates emotional control</li> <li>• Ensures accurate recording of any transactions and interactions on all company documentation</li> <li>• Challenges poor performance and behaviours</li> </ul>
Being Positive	<ul style="list-style-type: none"> <li>• Promotes the company in a positive way at all times</li> <li>• Strives for positive outcomes, especially when times are challenging</li> </ul>
Striving for Excellence	<ul style="list-style-type: none"> <li>• Always puts service quality first</li> <li>• Shares and encourages innovation</li> <li>• Keeps on top of new developments in the sector</li> </ul>